Alberta Government

Alberta Apprenticeship and Industry Training Board

2012-2013 Annual Report

Alberta

Apprenticeship and Industry Training Board

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Message from the Chair

On behalf of the Alberta Apprenticeship and Industry Training Board (board), I am pleased to present the board's 2012-2013 annual report.

The board's primary goal is to set the standards and requirements for training and certification in programs under the *Apprenticeship and Industry Training Act*. Through the expert advice of a network of industry committees, the board ensured that designated trades and occupations' course outlines, record books, regulation amendments, policies, etc. were reviewed and updated on a regular basis to accurately reflect industry standards and needs.

The board also strived to ensure that Alberta's apprenticeship and industry training system is aligned to labour market demand. The board believes that developing a sustainable skilled trades workforce is essential for strong and competitive economic activity. To that end, the board continued activities to encourage employers to hire more apprentices, to become more engaged in their apprenticeship training, and to keep apprentices motivated and progressing until the completion of their apprenticeship program.

Each year, the board, with the generous support of industry, recognizes exceptional individuals who are working towards completion of their apprenticeship or occupational training programs through scholarships and awards. In 2012, the board celebrated the 10th anniversary of the Alberta Apprenticeship and Industry Training Board Family of Scholarships program. As of March 31, 2013, over $5.8 million has been awarded to Alberta apprentices to recognize their accomplishments and dedication to their career in the trades. These scholarships are an investment in Alberta's future. I would like to thank industry for its generous support and commitment to developing our skilled trades professionals.

I am proud that Alberta's apprenticeship and industry training system is a collaborative partnership with industry, technical training institutes, government, and other stakeholders. Together, we will ensure that Alberta has the world-class, highly skilled workforce that is essential for Alberta's prosperity, now and in the future.

Sincerely,

R Massey

Raymond (Ray) Massey
Chair

Introduction

Alberta's apprenticeship and industry training system is an industry driven system that ensures a highly skilled, professional, and internationally competitive workforce in more than 50 designated trades and occupations. Industry (employer and employee representatives) sets training and certification standards and provides direction to the system through an industry committee network and the Alberta Apprenticeship and Industry Training Board. The Government of Alberta provides the legislative framework and administrative support for the system. Employers provide the on-the-job training component of apprenticeship and occupational training programs. The technical institutes and colleges deliver the technical training component of apprenticeship programs and offer formal training in some designated occupations.

The Alberta Apprenticeship and Industry Training Board was established by the Government of Alberta to work with industry to set the standards and requirements for training and certification in programs under the *Apprenticeship and Industry Training Act*. It makes recommendations to the Minister of Enterprise and Advanced Education about the needs of Alberta's labour market for skilled and trained workers and the designation of trades and occupations. It is accountable to report on its performance and to operate within the bounds of its legislation.

The board consists of 13 people, appointed by the Lieutenant Governor in Council, who are knowledgeable about training in the designated trades and occupations and the needs of the Alberta labour market for skilled and trained people. In addition to the board chair, eight of the board members represent employers and employees in designated trades and four board members represent employers and employees in other industries. To ensure a balanced approach, employers and employees are represented in equal numbers.

The members of the board connect with industry in many ways. They take a leadership role with industry in the discussion of major issues that affect the apprenticeship and industry training system. Members of the board represent Alberta's apprenticeship and industry training system on organizations such as Skills Canada Alberta and as advisors to trades-related programs such as the Career and Technology Studies (CTS) program in the K-12 education system. Board members attend meetings of provincial apprenticeship committees and occupational committees to act as liaison between the board and these industry committees, participate in high school career days, and speak at conferences and workshops.

The board chair represents Alberta's apprenticeship and industry training system as a member of the Interprovincial Alliance of Board Chairs (IPA). The IPA is a member of the Canadian Apprenticeship Forum – Forum Canadien sur l'apprentissage (CAF-FCA), an organization of stakeholders working to influence pan-Canadian apprenticeship strategies through research, discussion and collaboration with the apprenticeship community across the country. The board works with CAF-FCA to promote apprenticeship as an effective model for training and education, contributing to the development of a skilled, professional, productive, inclusive and mobile designated trades and occupations workforce.

As a public agency, the board's work is aligned with government direction. The focus of the Government of Alberta's Strategic Business Plan in 2012-2015 was to reach our potential as Albertans. The government's goal to secure Alberta's economic future by investing in learning and building a knowledge-inspired economy was of particular interest to the board. This focus was reflected in the strategic goals and priority initiatives identified in the board's 2012-2015 action plan.

Results Reporting

Core Business 1 **Establish and maintain high quality training and certification standards in the apprenticeship and industry training system**

Goal 1 **Alberta has a highly skilled, professional workforce in the designated trades and occupations that meets the needs of industry.**

The Alberta Apprenticeship and Industry Training Board focused on the following priority initiatives in 2012-2013 in support of goal 1:

1.1 Ensure high quality training and certification standards are developed and implemented.

1.2 Review innovative, alternate forms of delivery as a method to improving access to technical training.

1.3 Ensure a strong and vibrant industry network that contributes to the success of the apprenticeship and industry training system.

1.4 Explore alternate methods for indenturing and training apprentices.

1.5 Work with stakeholders and partners on initiatives respecting the recognition of programs and alternate assessment processes.

Performance Measures		Previous Years' Results			Current Results	Target
1.a	Satisfaction of recent apprenticeship graduates with on-the-job training	93% (2007)	92% (2009)	91% (2011)	91% (2011)	90+% (2013)
1.b	Satisfaction of recent apprenticeship graduates with technical training	94% (2007)	94% (2009)	93% (2011)	93% (2011)	90+% (2013)
1.c	Percentage of apprenticeship graduates employed[1]	n/a (2006)	n/a (2008)	93% (2011)	93% (2011)	90+% (2013)
1.d	Satisfaction of employers with the skills of certified journeypersons[2]	95% (2006)	95% (2008)		95% (2012)	90+% (2012)
1.e	Satisfaction of employers with apprenticeship technical training[2]	86% (2006)	86% (2008)		86% (2012)	85% (2012)
1.f	Satisfaction of employers with the effectiveness of on-the-job training[2]	96% (2006)	96% (2008)		96% (2012)	90+% (2012)

[1] Employment results for 2011 are not comparable to earlier survey years because of differences in the data collection period of this survey.

[2] The Survey of Employer Satisfaction with Apprenticeship and Skilled Tradespersons is now conducted every fourth year. Previously, it was conducted every second year.

Results Achieved

- Work continued on reviewing and updating designated trades and occupations' course outlines, record books, regulation amendments, policies, etc.
- Employer satisfaction with the apprenticeship and industry training system remained very high.
- The Blended Learning pilot, a combination of on-line theory and practical work in the lab, continued to make progress in the carpenter, electrician, machinist and plumber trades.
- A strong, vibrant industry network was ensured through a number of activities. Orientation sessions for new members of provincial and local apprenticeship committees continued to be held. An industry network workshop was conducted to gather expertise and advice to enhance the apprenticeship and industry training system. The health of committees continued to be monitored to ensure that any issues were addressed. Policies, guidelines and criteria were reviewed and updated to ensure relevancy and currency.
- Research was conducted on the effectiveness of alternate methods of technical training delivery.
- The board recognized United States credentials in the boilermaker, electrician, ironworker, steamfitter-pipefitter, and welder trades as equivalent to Alberta's certification and training standards.

Results Reporting

Goal 2 Alberta's apprenticeship and industry training system is aligned with labour market demand

The Alberta Apprenticeship and Industry Training Board focused on the following priority initiatives in 2012-2013 in support of goal 2:

2.1 Develop ways to positively affect changes in the supply of skilled trades professionals.

2.2 Encourage and motivate employers to hire, train and retain apprentices.

2.3 Influence Pan-Canadian apprenticeship strategies through research, discussion and collaboration with the apprenticeship community across the country.

2.4 Collaborate with industry and government stakeholders to develop an understanding of specific labour market needs and changes.

2.5 Advocate on behalf of Alberta industry to bring more skilled foreign workers to work in Alberta.

Performance Measure		Previous Years' Results			Current Results	Target
2.a	Number of employer sites hiring and training apprentices	14,977 (2009)	14,581 (2010)	13,871 (2011)	14,215 (2012)	14,000 (2012)
Performance Indicators[1]						
2.b	Number of new apprentices registered (five-year average)	20,755 (2009)	20,216 (2010)	18,899 (2011)	18,748 (2012)	
2.c	Number of apprentices registered	69,904 (2009)	63,029 (2010)	57,004 (2011)	61,326 (2012)	
2.d	Number of apprentices completing their program	7,685 (2009)	9,335 (2010)	9,060 (2011)	8,438 (2012)	
2.e	Number of individuals issued Occupation Certificates	177 (2009)	153 (2010)	146 (2011)	160 (2012)	
2.f	Number of individuals issued Qualification Certificates	1,055 (2009)	919 (2010)	698 (2011)	783 (2012)	

[1] Performance indicators describe industry trends that affect and inform the work of the Alberta Apprenticeship and Industry Training Board, however they are not directly attributable to the board's activities, therefore, performance targets have not been set.

Results Achieved

- The board supported the 'Helmets to Hardhats Canada' program as a way to positively affect the supply of skilled trades professionals in Alberta.
- The Industry Champions initiative promoted the hiring, training, and retaining of apprentices to completion of their program to industry, specifically in the oil and gas sector, as a means to increase the supply of skilled trades professionals.
- Apprenticeship and Industry Training promoted programs and services to industry and to engage employers and employees, including apprentices, to participate and support the apprenticeship and industry training system.
- Alberta is participating in a Canadian Council of Directors of Apprenticeship (CCDA) project, "Strengthening the Red Seal", which involves considering different methods to develop red seal standards. Alberta is also participating in a number of CCDA research projects aimed at understanding and improving the apprenticeship experience.
- Apprenticeship and Industry Training is working with Government of Alberta counterparts to explore how forecasting tools can be used to better understand industry's needs.
- Alberta industry interests regarding immigration and temporary foreign workers are shared at all federal and provincial standing committee meetings. In 2012, the Temporary Foreign Worker Program Annex Pilot was expanded to include six trades (carpenter, heavy duty equipment mechanic, ironworker, millwright, steamfitter-pipefitter, and welder).

Results Reporting

Core Business 2 Promote training in designated trades and occupations

Goal 3 Albertans are aware of and knowledgeable about the apprenticeship and industry training system

The Alberta Apprenticeship and Industry Training Board focused on the following priority initiatives in 2012-2013 in support of goal 3:

3.1 Promote safe workplace practices.

3.2 Promote career options in designated trades and occupations to Albertans.

3.3 Develop and implement a comprehensive communications plan.

3.4 Support Skills Canada to promote the designated trades and occupations as a first-choice career option to young Albertans.

3.5 Research and develop an approach to increase the participation and progress of under-represented groups in apprenticeship and industry training programs.

3.6 Promote the creation of more dual credit pathways in the Career and Technology Studies (CTS) program to increase the participation of young Albertans in apprenticeship and industry training.

3.7 Encourage apprentice excellence and completion through apprenticeship and industry training scholarships and awards.

3.8 Promote the red seal as a recognized standard of excellence.

Performance Measures	Previous Years' Results			Current Results	Target
3.a Number of scholarships available	845 (2009)	870 (2010)	871 (2011)	949 (2012)	879 (2012)
3.b Percentage of completing apprentices in red seal trades writing red seal exams in the same year	96% (2009)	96% (2010)	97% (2011)	96% (2012)	90+% (2012)
3.c Percentage of completing apprentices in red seal trades passing red seal exams in the same year	81% (2009)	81% (2010)	80% (2011)	81% (2012)	80+% (2012)

Results Achieved

- All course outlines now include new safety outcomes and objectives, either as an addendum to existing course outlines or incorporated directly into newly revised course outlines.
- A pilot was conducted to assess safety-related behaviours while attending technical training.
- Board members promoted the apprenticeship and industry training system at various local and regional events.
- The board supported the delivery of positive apprenticeship messages and presentations to Albertans through its partnerships with CAREERS: the Next Generation, Campus Alberta (through the Learning Clicks Ambassador program), and Skills Canada Alberta.
- The board supported work with Aboriginal organizations, industry, the federal government and other groups to encourage participation in apprenticeships and to improve access to training for Aboriginal people and under-represented groups.
- The board encouraged excellence in the designated trades and occupations by awarding scholarships and awards to exceptional individuals and companies participating in the apprenticeship and industry training system.
- The board promoted the red seal endorsement in industry as a standard of excellence.

Members of the Board

Chair

Raymond (Ray) Massey

Term: April 1, 2010 to March 31, 2013

Ray Massey holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the painter and decorator trade. In 2012, Mr. Massey retired as President and General Manager of Ray-nor Painting and Decorating Ltd. Mr. Massey was a member of the board previously (2002-2007) and has participated in Alberta apprenticeship committees, both local and provincial, for 11 years, serving as presiding officer on each for six years.

Representing employers in designated trades

Herman Bruin

Term: March 10, 2011 to March 9, 2014

Herman Bruin holds trades certificates with an Interprovincial Standards Red Seal endorsement in the steamfitter-pipefitter and plumber trades, and a gasfitter trade certificate. Mr. Bruin is the Owner and President of Bruin's Plumbing and Heating Ltd. He has served as a member of the Plumber Provincial Apprenticeship Committee.

Paul Heyens

Term: March 10, 2011 to March 9, 2014

Paul Heyens holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the glazier trade. Mr. Heyens is the Owner and Chief Executive Officer of Alberta Glass Company Inc. He has served as both presiding officer and member of the Glazier Provincial Apprenticeship Committee.

Frank Light

Term: April 1, 2012 to March 31, 2015

Frank Light holds trades certificates with an Interprovincial Standards Red Seal endorsement in the millwright and machinist trades. Mr. Light is the President and Co-Owner of Channico Machine and Millwright Services. Mr. Light served as a member of the Millwright Provincial Apprenticeship Committee.

Representing employees in designated trades

T.R. (Terry) Burton

Term: April 22, 2012 to April 21, 2015

Terry Burton holds a Bachelor of Commerce degree in Personnel and Industrial Relations from Memorial University in Newfoundland. Mr. Burton is a strong proponent of apprenticeship training, participating on various industry bodies and being involved with many trades-related organizations to foster apprenticeship advancement and employment.

Roger Geisinger

Term: March 10, 2011 to March 9, 2014

Roger Geisinger holds a trade certificate in the ironworker – metal building systems erector trade and a Bachelor of Education degree. Mr. Geisinger is the Manager, Metals Division at Clark Builders. Mr. Geisinger participated for two three-year terms on the Ironworker Provincial Apprenticeship Committee.

John (Jack) Lane

Term: April 1, 2011 to March 31, 2014

Jack Lane holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the crane and hoisting equipment operator trade. Mr. Lane recently retired from the position of Apprenticeship Coordinator with Syncrude Canada Ltd. Mr. Lane has served as presiding officer of both the Provincial Apprenticeship Committee and the Fort McMurray local apprenticeship committee for the crane and hoisting equipment operator trade.

J. Peter Wyatt

Term: April 1, 2010 to March 31, 2013

J. Peter Wyatt holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the welder trade and a journeyman certificate in the sheet metal trade. Mr. Wyatt served for 16 years on both the local and provincial apprenticeship committees for the sheet metal worker trade, most recently as Presiding Officer for the Sheet Metal Worker Provincial Apprenticeship Committee.

Members of the Board (continued)

Representing employers in industry other than designated trades

Brian Hinton

Term: March 10, 2011 to March 9, 2014

Brian Hinton holds a London City and Guilds Full Technology Certificate in Baking and National Diploma in Baking from the School of Baking at the Cambridge Institute of Technology and School of Arts, England. Mr. Hinton is the Research and Development Director of Sweet Results Bakery and founder of Lakeview Bakery in Calgary. Mr. Hinton participated on both local and provincial apprenticeship committees for the baker trade for a period spanning 15 years.

Duane Mather

Term: April 1, 2010 to March 31, 2013

Duane Mather holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the heavy equipment technician trade. Mr. Mather is recently retired as the President and Chief Executive Officer of Nabors Canada. He is the Chairman of the Board of Directors of Enform. Mr. Mather was a member of both the Rig Technician Provisional Committee and subsequently the Rig Technician Provincial Apprenticeship Committee.

Representing employees in industry other than designated trades

Kenneth R. Bird

Term: June 15, 2011 to June 14, 2014

Ken Bird holds a trade certificate with an Interprovincial Standards Red Seal endorsement in the welder trade. Mr. Bird also holds a Bachelor of Engineering degree from Ryerson University, a Graduate Diploma in Management and Master of Business Administration degree from Athabasca University. Mr. Bird is Vice President Innovation & Technology as well as Advisor to the President for Weldco Companies.

Christopher Race

Term: March 10, 2011 to March 9, 2014

Christopher Race holds trade certificates with an Interprovincial Standards Red Seal endorsement in the heavy equipment technician and electrician trades. Mr. Race is employed at Teck Coal Cardinal River Operation and is an executive member of the United Mine Workers of America local 1656.

Outgoing Board members

Allen (Al) Petersen

Al Petersen served as a board member representing employers in designated trades from June 2007 until June 2012. In 2012, Mr. Petersen retired as President and Owner of Petersen Buick GMC in Sherwood Park. Mr. Petersen is also the past President for the Edmonton Motor Dealers Association. Mr. Petersen has held many positions on General Motors boards.